

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL



The "Original 4 Year Degree"

1941 - 2002

61 Years of Registered Apprenticeship in Washington State

Web Site: <http://www.LNI.wa.gov/scs/apprenticeship>

**Presented to the Director of the
Department of Labor and Industries**

April 2002

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Gary Moore, Director
Department of Labor and Industries
P. O. Box 44001
Olympia, Washington 98504-4001

Dear Mr. Moore:

I am pleased to submit the 2001 Annual Report on behalf of the Washington State Apprenticeship and Training Council. This report includes statistical data, program activities, mission, and vision. Apprenticeship in the state of Washington continues to expand with currently over 13,000 apprentices and that number will continue to increase.

We feel that apprenticeship offers a great opportunity to the citizens of our state. We are pleased that the Governor continues his commitment to registered apprenticeship by mentioning the benefits of the apprenticeship training model in many of his speeches. We welcome being part of the Workforce Training Education Coordinating Board's strategic plan and we have set the WSATC strategic plan to support those goals accordingly.

With the help of the apprenticeship community, an historic re-write of the WAC's and RCW's that pertain to the administration of apprenticeship programs was completed. This work will put the apprenticeship programs in our state in line with federal rules governing new programs entering apprenticeship and make those rules more "user friendly".

We look forward to participating in the workforce challenge of the upcoming year. The Council's goals for 2002 are to continue to actively recruit employers into the apprenticeship system, to expand apprenticeship opportunities for apprentices and program sponsors into new areas, and to support and encourage more apprenticeship and technical preparation classes and courses in high schools, skill centers, community based organizations, and community colleges.

Apprenticeship is a system that thrives on partnerships between labor, management, government, the educational community, and other community organizations. The Council adopted in April 2001 strategic goals in support of increasing these partnerships. The Washington State Apprenticeship and Training Council is committed to assisting in processes that bring organizations together for the benefit of the registered apprenticeship system. We are also committed to overseeing the welfare of the individual indentured apprentices.

Sincerely,

LaFrank Newell, Chair
Washington State Apprenticeship and Training Council

COUNCIL MEMBERS

Employer Members	Melinda Nichols Jesse Lill LaFrank Newell, (Chair, effective July 2001)
Public Member	Susan W. Crane
Employee Members	Lawrence Crow (Vice-Chair, effective July 2001) Al Link (Chair, through June 2001) Karen Carter
Ex Officio Members	Ellen O'Brien Saunders, Executive Director Washington State Workforce Training & Education Coordinating Board Sylvia Mundy, Commissioner Employment Security Department Earl Hale, Executive Director Washington State Board for Community & Technical Colleges Anne Wetmore US Department of Labor, Office of Apprenticeship Training ATELS

APPRENTICESHIP PROGRAM STAFF

• Secretary to the Council	Patrick Woods
• Apprenticeship Program Manager	Nancy J. Mason
• Apprenticeship Coordinator 2	Bill Chrisman
• Recording Secretary	Lynne Atkinson (left April 2001) SuAnne Pettit (effective May 2001)
• Assigned Assistant Attorney General for the Council	Leslie Johnson Sheri Gordon Suchi Sharma Steve Nash
• Central Office Staff	Larry Whalen Michael Thurman Deahanna Hernandez

LABOR AND INDUSTRIES' APPRENTICESHIP COORDINATORS

Region 1 - Snohomish, Skagit, Whatcom, Island, and San Juan counties	Ernie Bennett (retired December 2001)
Region 2 - King County	John "Jack" Wojtanowicz Sandra Husband (effective February 2001)
Region 3 - Pierce, Kitsap, Clallam, and Jefferson counties	Pam Doss
Region 4 - Longview Office - Wahkiakum, Cowlitz, Clark, and Skamania counties, and the southern part of Pacific County	Ed Madden
Region 4 - Tumwater Office - Grays Harbor, Mason, Thurston, and Lewis counties, and the northern part of Pacific County	Alice Curtis
Region 5 - Central Washington - Okanogan, Douglas, Chelan, Grant, Kittitas, Yakima, Klickitat, Benton, Franklin, Walla Walla, Columbia, Garfield, and Asotin counties	Marcia Brown
Region 6 - Eastern Washington - Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams, and Whitman counties	Evie Lawry

MISSION

The Washington State Apprenticeship and Training Council and the Department of Labor and Industries promote a highly skilled and diverse workforce by developing and supporting apprenticeship training programs throughout the state. This work is carried out under the authority of Chapter 49.04 RCW, in partnership with business, labor, and education.

VISION

The people of Washington State understand and value the role of apprenticeship in promoting a highly skilled and diverse workforce. Individuals interested in apprenticeship have equal opportunity to participate in these training programs.

VALUES

The Washington State Apprenticeship and Training Council:

- ❶ Believes that apprenticeship produces highly skilled workers and contributes to the economic vitality of the state.
- ❷ Establishes policy and makes decisions in an open, collaborative manner with equal input and representation from business and labor.
- ❸ Ensures that all who are interested have access to information about apprenticeship programs and equal opportunity to participate in them.
- ❹ Supports diversity of thought, ideas and people in the apprenticeship community.
- ❺ Communicates with all apprenticeship stakeholders in a consistent, open and fair manner.
- ❻ Views the safety, health and education of all apprentices as a paramount concern.
- ❼ Regularly evaluates customer needs to ensure that the quality and relevance of apprenticeship training remain high.
- ❽ Assesses the potential for apprenticeship opportunities in new and emerging occupations and technologies.

APPRENTICESHIP OVERVIEW

Apprenticeship combines classroom studies with on-the-job training under the supervision of a journey level craft person or trade professional. Apprenticeship programs are a proven success in Washington. They offer key benefits not normally found in other education and job training programs. Apprentices learn a skill that leads to a lifetime career and they earn while they learn. Apprenticeship prepares individuals for work in more than 100 occupations across the state.

Over six decades ago, the Washington State Legislature established the Washington State Apprenticeship and Training Council to oversee apprenticeship. By law, the Council approves formation of apprenticeship training committees in cities or trade areas and approves standards by which local programs operate. Committee-sponsored programs are typically funded and administered together by representatives of employers and employees. The key indicators of an effective program are:

- ❶ The ratio between apprentices and journey level supervisors (low ratios indicate greater attention to on-the-job skill development).
- ❷ Commitment of the apprenticeship committee to diversity, availability of pre-apprenticeship orientation and training, and quality classroom trainers.

"Plant" apprenticeship programs are developed for a specific occupation in a particular employer's work site.

KEY EVENTS IN 2001

Revised RCW 49.04 (SHB 1234) on apprenticeship was passed by the 2001 Washington State Legislature in May 2001 and became effective July 22, 2001.

The Washington State Apprenticeship and Training Council adopted the new WAC 296.05 at the quarterly council meeting held in October 2001. It became effective January 17, 2002. Electronic versions of the WAC and RCW were placed on the apprenticeship Web site and the Code Reviser's Web site.

A survey of apprentices was begun in conjunction with the National Institute of Occupational Safety and Health (NIOSH). The NIOSH Apprenticeship and Training project continues to move along and the contractor was selected to conduct research on apprenticeship and training data fields, and the feasibility of matching those data with employment and industrial insurance data. The project is scheduled to be completed by July 30, 2002.

On May 10, 2001, SuAnne Pettit was hired as a permanent, full-time Secretary Administrator to the WSATC.

Employment Security Department and the Department of Labor and Industries continue to work together on the online apprenticeship Web site. Persons interested in apprenticeship programs are able to access information on various apprenticeship programs through this site and send notices of interest to the participating programs. According to information from ESD, in 2001 there were 11,966 applicant information forms e-mailed to participating programs with 2,635 of these going to programs in the electrical occupations. Visit the WorkSource Washington Apprenticeship Website at: <http://apprenticeship.wa.gov>.

The Registered Apprenticeship Catalog was again printed in June 2001 with a total of 20,000 copies. Approximately 60 percent of these books were given out from July - December 2001. The catalog has continued to be a proven success with individuals interested in getting into apprenticeship programs and with both school counselors and private-sector counselors. The catalog is available on the apprenticeship Web site and updated as needed. Additionally, other apprenticeship-related documents continue to be placed on the apprenticeship Web site at time permits to include WSATC Quarterly meeting agendas and minutes.

Washington Quality Child Care Initiative grant funds facilitated the expansion of the Early Care and Education Apprenticeship. The project assisted the system to be placed in four additional regional areas and register apprentices in Child Care Assistant/Associate I and Child Care Site Coordinator/Associate II. Cooperative agreements were developed with seven community and technical colleges to provide related supplemental training. The grant was scheduled to close in August 2001 but was extended until December 31, 2001. The program went from 0 to 157 apprentices and 47 employees. Dr. Sue Sykes, the project coordinator worked the entire state educating the childcare industry to the benefits of apprenticeship and paid, on-the-job training.

During the period, March - August 2001, L&I Apprenticeship Coordinators worked with the Employment Security Department to present training (1 to 2-hour blocks) to various WorkSource centers around the state. There were approximately 18 of these presentations, which were attended by approximately 545 individuals.

The **upgrade of the Apprenticeship Registration and Tracking Systems (ARTS)** began in November 2001 and must be completed within 18 months. Michael Thurman and Larry Whalen are the primary personnel from Apprenticeship working with Tom Creasia, Sergei Sheinblum, and Brett Brewer from Information Services. We have also been looking at the Federal apprenticeship system (AIMS) and the Oregon apprenticeship system as part of this process. A few of the major goals are as follows:

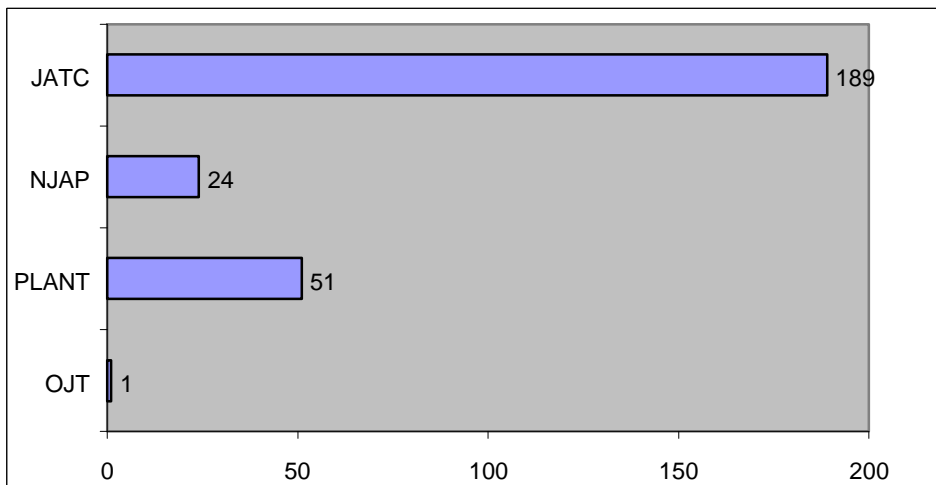
- Better and increased capturing of data on apprentices, programs, and employers;
- Better interaction between Prevailing Wage, Contractor Registration, Electrical/Plumber Licensing and Apprenticeship;
- All programs available through the WorkSource Apprenticeship Site, but with the data being maintained by the Apprenticeship Section;
- Possible access by Apprenticeship Programs and other users via the Internet to some of the database.

The Jail Industries Board "Apprenticeship Information Project", which began in January 2001, ended December 31, 2001. The Apprenticeship Section entered approximately 2,566 inmates into the prison information project database. Julie Ann Beck was hired for this project and worked with Jill Will, Executive Director of the Jail Industries Board. This was a pilot project partnering the Washington State Department of Labor and Industries Apprenticeship Section, the Washington State Counties Jail Industries Board with funding from the Washington State Employment Security Department - Employment & Training Division. Information was provided to offenders in six-targeted county jails located in King, Pierce, and Snohomish counties about the Washington State approved Apprenticeship Training Programs with a special focus on the building and construction trades. Information about this project will be provided to the judiciary systems, apprenticeship community, and other ancillary service providers. The ultimate goal was to link ex-offenders to apprenticeship opportunities through informational presentations, educational apprenticeship preparation programs and other support services; and to assist individuals by identifying service providers in their geographical area that help them overcome barriers that may prevent them from getting accepted into an apprenticeship program.

Deahanna Hernandez continues to input the information on apprentices registered prior to 1992 into the ARTS database. This is equal to about 100,000 individuals and she is currently working on the completed cards and is in the "H's". The goal is to get these (at the least the completed apprentices) done prior to the switch-over to ARTS II.

SUMMARY OF APPRENTICESHIP DATA

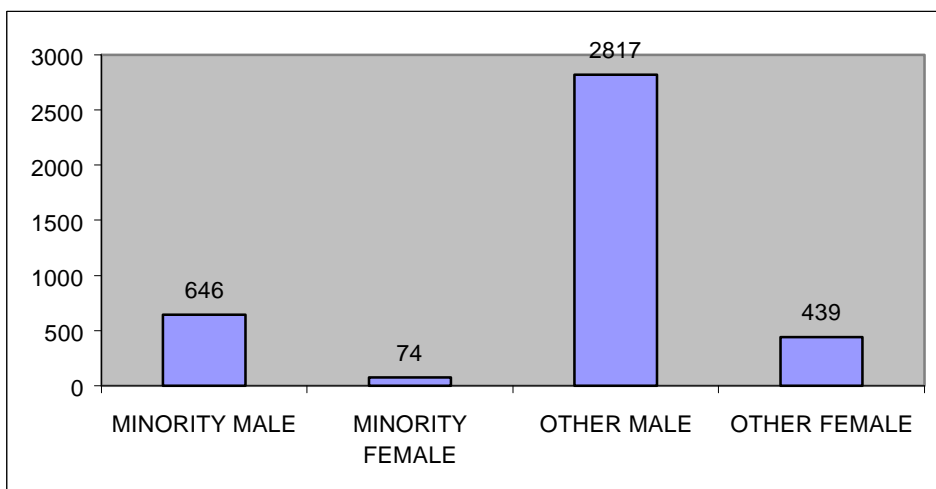
Table 1. Number of Active Apprenticeship Programs in 2001



Note: (OJT - On-The-Job Training; NJAP - Non-Joint Apprenticeship Programs; JATC - Joint Apprenticeship and Training Committee)

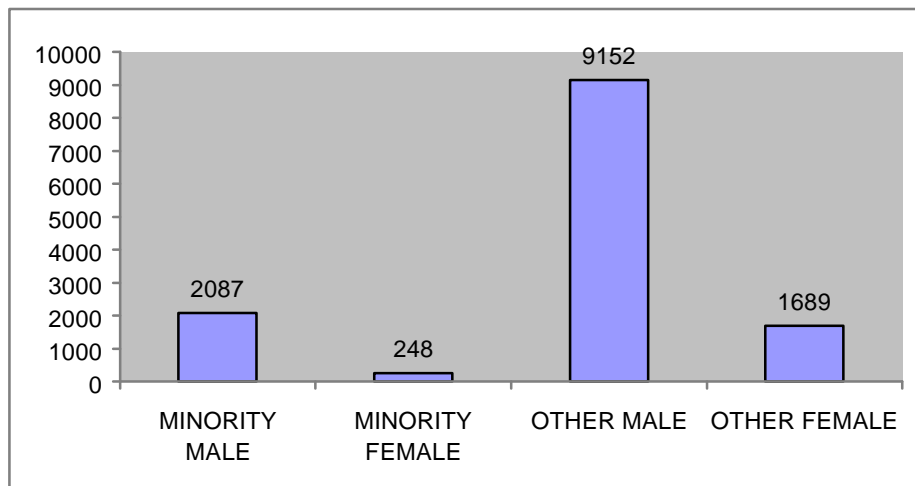
- TOTAL OF 265 PROGRAMS ACTIVE IN 2001.
- 12 NEW COMMITTEES WERE APPROVED WITH 12 OCCUPATIONS
- 11 NEW PROGRAMS WERE APPROVED WITH 12 OCCUPATIONS
- 3 NEW TRADES WERE ADDED TO 3 EXISTING PROGRAMS

Table 2. Apprentices Indentured in 2001



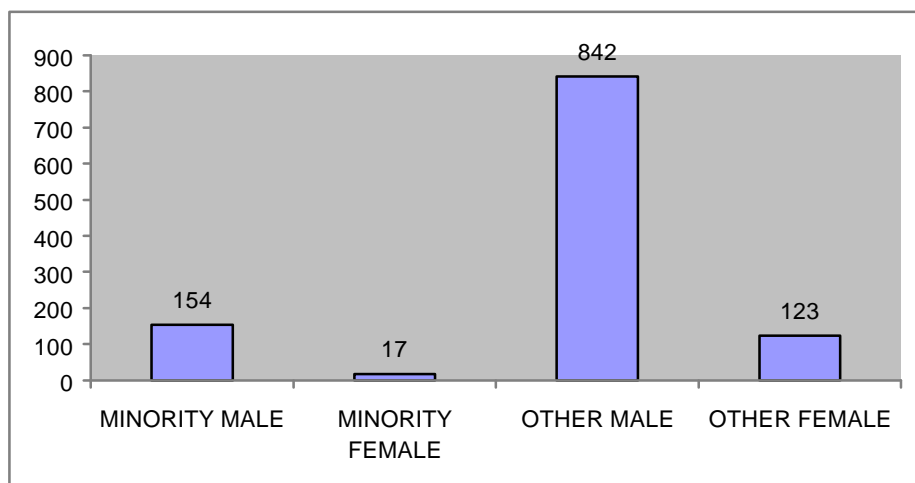
Note: TOTAL OF 3,473 INDIVIDUALS REGISTERED IN 2001

Table 3. Active Apprentices in 2001



Note: TOTAL OF 13,176 ACTIVE APPRENTICES IN 2001

Table 4. Apprentices Receiving Apprenticeship Certificates in 2001



Note: APPRENTICES RECEIVING APPRENTICESHIP CERTIFICATES IN 2001

2001 APPRENTICESHIP COMPLETIONS

More Than 100 Completions

162	Construction Electrician
107	Carpenter

50 to 99 Completions

70	Laborer
57	Ironworker

25 to 49 Completions

49	Sheet Metal Worker
45	Corrections Officer
45	Drywall/Metal Stud/Acoustical/Ceiling Applicator
37	Child Care Assistant/Associate I
37	Painter & Decorator
30	Construction Equipment Operator

10 to 24 Completions

24	Plumber
23	Firefighter
22	Roofer
21	Cement Mason
21	Machinist
20	Steamfitter
19	Instructional Assistant
18	Lineman
17	Commercial Glazier
14	Drywall Finisher
14	Low Energy/Sound and Communication
14	Bricklayer
14	Tree Trimmer
12	Pipefitter
12	Construction Lineman
12	Industrial Millwright
11	Plasterer
11	Sprinkler Fitter
10	Residential Wireman

5 to 9 Completions

9	Pointer/Cleaner/Caulker
9	Wire Electrician
9	Asbestos Worker
8	Acoustical Applicator
8	Carpenter, Piledriver

8	Industrial Maintenance Millwright
7	Automotive Machinist (Automotive Repair Shop)
7	Maintenance Lineman
7	Educational Paraprofessional
6	Industrial Maintenance Electrician
6	Carpet/Linoleum/Resilient Tile
6	Potable Water Supply & Service Worker
6	Teamster
6	Heavy Duty Repairman Mechanic
5	Tool & Cutter Grinder
5	Millwright
5	Traffic Control Painter
5	Lighting Electrician
5	Tilelayer
5	Facilities Custodial Service Technician

Under 5 Completions

4	Teachers Asst for Blind & Vision Impaired
4	Maintenance Machinist
4	Hoisting Engineer
4	Machinist (Aircraft Oriented)
4	Exterior-Interior Specialist
4	Industrial Maintenance Mechanic/Repairer
3	Dispensing Optician
3	Sound Communication & Electronic Control
3	Refrigeration Mechanics
3	Sheet Metal Service Technician
3	Electrical Constructor
3	Meatcutter, retail
3	Insulation Applicator
3	Maintenance Millwright
2	Scaffold Erector
2	Residential Glazier
2	Lather
2	Boilermaker (Field Construction & Repair)
2	Line Electrician
2	Meter Technician
2	Child Care Site Coordinator/Associate II
2	Laborer (City of Seattle)
2	Outdoor Lighting and Traffic Signal Installer
2	Mill & Cabinet Worker
1	School Secretary
1	Secretary (Clerical)
1	Police Officer
1	Boilermaker
1	Marine Machinist
1	Model Maker
1	NC Spar Mill Operator
1	Tool & Die Maker

1	Marble Setter
1	Hydro Electric Maintenance Machinist
1	Automotive Technician
1	Heavy Duty Equipment Mechanic
1	Taper (drywall)
1	Paralegal/Legal Assistant
1	Industrial Maintenance Mechanic
1	Meterman
1	Station Electrician/Wireman/Power Supply Electrician
1	Meter Electrician
1	Patternmaker
1	Meter Repairman
1	Coach Heavy Duty Diesel Mechanic
1	Industrial Maintenance Pipefitter
1	Industrial Maintenance Sheet Metal Worker/Welder
1	Fire/Medic
1	Locksmith
1	System Dispatch
1	Utility Wireman

FOR MORE INFORMATION

Apprenticeship Program
Department of Labor and Industries
PO Box 44530
Olympia, WA 98504-4530
360-902-5320
Web site: <http://www.LNI.wa.gov/scs/apprenticeship>

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